

**WFIE**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2022 – March 31, 2023**

**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Weekend Evening Anchor	1,2,3,5,6,8,9,10,11,12,13,15,16	16
Anchor Dayside	1,2,3,5,6,8,9,10,11,12,13,16	16
Creative Services Marketing Producer	1,2,3,4,5,6,7,9,10,11,12,13	13
Assistant News Director	1,2,3,5,6,8,9,10,11,12,13,15,16	16
Producer	11,12,13,14,17	17
MMJ	1,2,3,5,6,8,9,10,11,12,13,15,17	17
MMJ	1,2,3,5,6,8,9,10,11,12,13,15,17	17
Evening News Anchor	1,2,3,5,6,9,10,11,12,13,15,17,18	17
Photographer	2,3,4,7,8,9,11,12,13,14,18	12
MMJ/Videographer	1,2,3,5,6,7,8,9,10,11,12,13,14,17	17
Creative Services Marketing Producer	1,2,3,4,5,6,7,9,10,11,12,13,14,18	12
Digital Media Marketing Consultant	1,2,3,4,5,6,7,9,10,11,12,13,14,17,18	12
Digital Media Marketing Consultant	1,2,3,4,5,6,7,9,10,11,12,13,14,17,18	18
Director/Master Control Operator	1,2,3,5,6,7,9,10,11,12,13,14	13

**WFIE**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2022– March 31, 2023**

**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Ball State University <a href="https://bsu-csm.symplicity.com/employers/">https://bsu-csm.symplicity.com/employers/</a> 2000 W University Ave, Muncie, IN 47306 (765) 289-1241	N	
2	Indiana Broadcasters Association <a href="http://www.indianabroadcasters.org/">http://www.indianabroadcasters.org/</a> 580 E Carmel Dr, Carmel, IN 46032 (317) 701-0084	N	
3	Kentucky Broadcasters Association <a href="https://www.kba.org">https://www.kba.org</a> 101 Enterprise Drive Frankfort, KY 40601	N	
4	Ivy Tech Community College <a href="https://ivytech-csm.symplicity.com/">https://ivytech-csm.symplicity.com/</a> 50 W. Fall Creek Parkway North Drive Indianapolis, IN 46208-5752	N	
5	Purdue University <a href="https://purdue-csm.symplicity.com/employers/">https://purdue-csm.symplicity.com/employers/</a> 610 Purdue Mall, West Lafayette, IN 47907 765) 494-4600	N	
6	University of Southern Indiana <a href="https://usi-csm.symplicity.com/employers/">https://usi-csm.symplicity.com/employers/</a> 8600 University Blvd, Evansville, IN 47712 (812) 464-8600	N	
7	Vincennes University <a href="https://vinu-csm.symplicity.com/employers/">https://vinu-csm.symplicity.com/employers/</a> 1000 N 4th St, Vincennes, IN 47591 (812) 888-8888	N	
8	AAF-Greater Evansville aafevv.com <a href="mailto:info@aafevv.org">info@aafevv.org</a> P.O. Box 215, Evansville, IN 47702 812-423-3843	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	TVjobs.com <a href="http://www.tvjobs.com/">http://www.tvjobs.com/</a>	N	
10	Handshake <a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a> Butler University DePauw University Purdue Ft. Wayne Indiana State University Missouri State University Murray State University Northwestern University Southern Illinois University University of Evansville Eastern Illinois University Indiana University University of Missouri-St. Louis Western Kentucky University Elmhurst College Oral Roberts University Purdue University Northwest St. Cloud State University St. Olaf College Syracuse University University of Michigan University of Indianapolis University of Kentucky University of Missouri-Columbia Valparaiso University Winona State University	N	
11	WFIE Website Attn: Sarah Glaser <a href="http://www.14news.com">www.14news.com</a> 812-433-3420	N	
12	Indeed <a href="https://www.indeed.com/">https://www.indeed.com/</a>	N	12
13	Gray TV <a href="https://gray.tv/careers">https://gray.tv/careers</a>	N	8
14	Career Builder <a href="https://careerbuilder.com">https://careerbuilder.com</a>	N	
15	WFIE Internal bulletin board posting. Attn: Sarah Glaser	N	

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
16	Current Employee	N	3
17	Employee/Client Referral	N	9
18	Other Websites: Station did not post to website identified by Interviewee	N	5
<b>TOTAL INTERVIEWE ES OVER REPORTING PERIOD</b>			37

**WFIE**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2022– March 31, 2023**

**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Internship Program	<p>WFIE offers internship opportunities to eligible students, to provide hands-on learning experience for students looking to gain knowledge and insight about the broadcasting industry. Students are eligible for an internship by being enrolled at a college or university and be receiving academic credit from that school for an internship. Internships are offered in a variety of departments at the station, including News, Marketing/On-Air Promotions, Programming, Sales and TMP. All internships are paid, students must be receiving academic credit to work at the station. Hours are flexible, to accommodate class schedules and school requirements; most interns are usually required to work a minimum of 15-20 hours per week.</p> <p>Fall 2022 – 1 intern (TMP)</p> <p>Student from University of Southern Indiana</p>
<b>2</b>	Participate in Events or Programs Sponsored by Education Institutions Relating to Careers in Broadcasting	<p>On October 20, 2022, Our News Director participated in Ball State University News Conference.</p> <p>On January 19, 2023 Our News Director participated in University of Alabama News Virtual Campus Visit</p>
<b>3</b>	Participate in Career Fairs	<p>On September 21, 2022, our General Sales Manager and Operations Manager participated in the University of Southern Indiana Job Fair.</p> <p>On October 3, 2022 our News Director participated in the Indiana Broadcasters Association Job Fair.</p>

		<p>On November 4-5, 2022 Our News Director and Gray TV Director of Talent Acquisition participated in the Gray Career Days at Indiana University.</p> <p>On November 5-6, 2022, Our News Director and Gray TV Director of Talent Acquisition participated in the Gray Career Days at Ball State University.</p> <p>On March 23-24, 2023 Our News Director and Gray TV Director of Talent Acquisition participated in the Gray Career Days at Indiana University.</p> <p>On March 25, 2023, our News Director participated in the Indiana Broadcasters Association Job Fair.</p>
4	Station Tours	<p>On May 18, 2022. Second grade class from Westside Catholic School toured that station to learn about weather. GM/OM conducted the tour.</p> <p>On June 1, 2022. Calvary Temple Royal Rangers visited the station to learn about the behind scenes of the station. GM/OM conducted the tour.</p> <p>On September 14, 2022. Helfrich Park STEM Academy's News Team toured station. OM conducted the tour.</p> <p>On October 19, 2022. Pride Elementary School Falcon News toured the station. OM conducted the tour.</p> <p>On November 16, 2022. Evansville Christian School's Production and Broadcasting Class toured the station. Meteorologist Byron Douglas/OM conducted the tour.</p>
5	Recruitment Outreach	<p>WFIE airs the following :30 spot approximately 8-12 times monthly: WFIE a Gray TV station, is committed to a broad applicant recruiting outreach program in our continuing efforts to represent our diverse community. As part of this effort, encourage</p>

	<p>qualified community organizations to become part of the full-time job opportunity notification mailing list. If your organization is interested in becoming part of this list, and you distribute job information or can provide referrals as part of your regular activity, we would like to hear from you. We would then notify you of each full-time opening and ask you to refer individuals to us for consideration. Send your request to: Sarah Glaser 812-433-3420</p> <p>WFIE airs the following :30 spot approximately 15-17 times a week November-March: Finding my dream career.... Leave that job that frustrates you and earn what you deserve. Full training provided and no prior media experience is needed. Great benefits! Don't miss out! Drop the job and pick up a career at the best in the tri-state! How do I apply? Find out more at <a href="http://14NEWS.COM">14NEWS.COM</a></p>
--	---